

EEOC Form 5 (5/01)

CHARGE OF DISCRIMINATION This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.		Charge Presented To: _____ Agency(ies) Charge No(s): 130-2004-00534 <input type="checkbox"/> FEPA <input checked="" type="checkbox"/> EEOC	
_____ and EEOC			
State or local Agency, if any			
Name (Indicate Mr., Ms., Mrs.) Ms. Aimee Smith		Home Phone No. (Incl Area Code)	Date of Birth
Street Address P.O. Box 1443, Montgomery, AL 36102		City, State and ZIP Code	
Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (If more than two, list under PARTICULARS below.)			
Name KENTUCY FRIED CHICKEN		No. Employees, Members 15 - 100	Phone No. (Include Area Code) (334) 244-0698
Street Address 1965 Coliseum Blvd., Montgomery, AL 36110		City, State and ZIP Code	
Name		No. Employees, Members	Phone No. (Include Area Code)
Street Address		City, State and ZIP Code	
DISCRIMINATION BASED ON (Check appropriate box(es).) <input type="checkbox"/> RACE <input type="checkbox"/> COLOR <input checked="" type="checkbox"/> SEX <input type="checkbox"/> RELIGION <input type="checkbox"/> NATIONAL ORIGIN <input type="checkbox"/> RETALIATION <input type="checkbox"/> AGE <input type="checkbox"/> DISABILITY <input type="checkbox"/> OTHER (Specify below.)		DATE(S) DISCRIMINATION TOOK PLACE Earliest Latest 09-13-2003 09-13-2003 <input type="checkbox"/> CONTINUING ACTION	
THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)): <p>I began my employment on September 13, 2003, as a cashier. From the very beginning, I have been subjected to continuous acts of unwelcomed sexual harassment consisting of touching, patting of my shoulder, legs and buttocks. Additionally, I was exposed to sexually explicit pictures on a cellular phone. I was subjected to the harassment by a fellow co worker and on each occasion, I rebuffed his actions. In retaliation, I was subjected to profane language, called derogatory names and physically assaulted. I reported the conduct as a I had reported the smell of alcohol on his breath. In believe I am now the subject of retaliation, in that I am being denied a pay increase, and I am the subject of jokes and slander. On November 1, 2003, I was discharged.</p> <p>I reported his behavior to duty manager, Pat Hicks. Ms. Hicks failed to take any action. Ann Knight, a shift supervisor later reported for duty. Noticing that I was visibly upset, Ms. Knight questioned me as to what was wrong. I went on to explain what had happened in the course of day. Ms. Knight said she would make a report to Linda Stephenson the oncoming manager. Upon Ms. Stephenson's arrival, Ms. Knight, Ms. Stephenson and I walked outside and I reported the harassment. Ms. Stephenson told me that I didn't want to talk to the general manager, I could call the KFC 800 line to register a complaint. Even after informing several management levels, no action was taken. I felt compelled to file a complaint with the local law enforcement office. Ms. Glenda Johnson, General Manager, terminated my employment and stated that it was due to an alleged cash shortage.</p> <p>I believe I have been discriminated against because of my sex, female, and in retaliation (704a) for reporting sexual harassment in violation of Title VII of the Civil Rights Act of 1964, as amended. Similarly situated non protesting employees are not treated in this manner. I believe my termination to be in retaliation for having for protested discriminatory acts.</p> <p>Amended charge - original charge filed November 5, 2003</p>			
I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.		NOTARY - When necessary for State and Local Agency Requirements	
I declare under penalty of perjury that the above is true and correct.		I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief. SIGNATURE OF COMPLAINANT	
Date <u>12-11-03</u> Charging Party Signature <u>Aimee Smith</u>		SUBSCRIBED AND SWORN TO BEFORE ME THIS _____ (month, day, year)	

EXHIBIT

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